

Colorado Teacher Retention – Recruitment Issues: Northeast & Southeast School Districts
2018-19

In early October 2018, the Colorado School Finance Project (CSFP) asked Superintendents and CFOs/Budget Managers what they are experiencing in teacher recruitment/retention issues.

For the past 10 years, Colorado school districts have been and continue to be impacted by the Budget Stabilization / Negative Factor. The impact to districts and classrooms has been ongoing, as the cumulative loss is over \$7 billion.

To date, we have received responses from over 60 districts across the state.

Following is some of what we heard from districts in the Northeast:

- Gaps in instructional support – need for training and implementing high quality interventions in reading and math.
- We have subs, but majority only have a high school degree.
- Science resignation finally filled by teaching candidate who will begin student teaching next semester for us.
- Short teachers: Kindergarten, HS Math, Special Ed. Ongoing.
Short para-professionals to assist with special needs. Limited Substitutes.
- Lost a great HS math teacher mid-year who went to the Metro area for \$26,000 more per year.
- Teacher shortage: We face decisions to hire a candidate that isn't a strong educator or place students in online courses.
- 7 positions open this year – filled 5 with people who need to go through Alternative Licensure program or need additional coursework in the content area they are teaching.
- Difficulty finding qualified paraprofessionals, especially for dedicated one on one positions for students with high needs. Seeing more students in our school who require this service. Ongoing problem

Following is some of what we heard from districts in the Southeast:

- Short 6 teachers: Kindergarten, 1st grade, middle School Language Arts, elementary Special Ed , 2 high school math teachers. Ongoing issue.
- Alternative certification teachers: 4 (middle school science, high school business, high school PE). Emergency Licensure: 2 elementary teachers. Critical shortage provision: 3 (elementary, middle school social studies, high school special ed).
- Need a Social Studies teacher – hired one, resigned in October, interviewed 1 person but not a good fit, using long-term substitute.
- We were short 7 - Filled positions with 4 PERA retirees and 3 Alternative Licensure Candidates – accounting for about a quarter of our teaching staff
- Just went to 4-day week – hopefully we can retain and recruit teachers – our salary schedule is not competitive.
- Instructional support – Needed a Parapro but changed our acceptance policy for preschool/daycare to reduce the need. However, now we serve fewer students.
- Subs hard to find.
 - Retired teachers do not want to pay for a sub license that costs as much as a day's wage. Teachers and paras paid more to work at local business than as substitute.
 - Substitute shortages force teachers to take on more duties and work. The whole staff picks up duties or covers as a sub, included administrators – pulling staff from other important jobs.